

Market Range Detail - Laboratory Manager

Effective Date

August 20, 2008

Market Range Title Description

Positions in this market range title are responsible for the planning, direction, and management of the County's toxicology and histology laboratories. Typical job duties include: reviewing findings on toxicology reports and approving prior to review by a Medical Examiner; developing and implementing policies, procedures, and laboratory protocols; developing and monitoring division budget; overseeing division strategic planning including monitoring division activities and developing strategies to meet goals and improve performance; performing highly complex analyses of body fluids and tissues; interpreting results of test findings to quantify drug levels, interaction between drugs and chemicals and determine toxic effects; developing quality control and testing protocols; evaluating and recommending acquisitions of new laboratory instruments, equipment, and software; working as a liaison with law enforcement, health care organizations, and outside laboratories regarding laboratory issues and findings; testifying as an expert witness in depositions and in court concerning test findings; managing subordinate supervisory and technical staff including hiring, firing, counseling, training, and evaluating performance.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$36.22	\$44.97	\$53.72

Likely Minimum Qualifications

- Doctorate degree in toxicology, chemistry, biochemistry, pharmacology, or closely related field
- 6 years of experience working in a toxicology laboratory
- Certification or the eligibility to obtain certification as a Diplomate of the America Board of Forensic Toxicology

Working Titles

- Laboratory Manager

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.